

KTVL Annual EEO Public File Report

October 1, 2009 – September 30, 2010

The purpose of this EEO Public File Report is to comply with Section 73.2080 of the FCC's 2002 EEO Rule. This report is placed in the public inspection files and the KTVL website.

The information in this report covers the time period beginning October 1, 2009 to September 30, 2010 (the "Applicable Period"). The FCC's EEO Rule requires that this report contain the following information:

1. A list of all full-time vacancies filled by the station during the Applicable Period;
2. For each such vacancy, the recruitment source(s) utilized to fill the vacancy identified by name, address, contact person and telephone number;
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period;
4. Data reflecting the total number of persons interviewed for full-time vacancies and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies; and
5. A list and brief description of the outreach initiatives undertaken.

Appendices 1, 2 and 3 which follow have been designed, in the aggregate, to provide the required information. For purposes of this report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person, over the telephone or by e-mail.

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Appendix 1
VACANCIES FILLED DURING REPORTING PERIOD

	Vacancy Title	Sources Used to Announce Vacancy	Source of Hiree
1	Sales Support Assistant	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com Oregon Employment Department www.emp.state.or.us/joborders</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p> <p>All sources on appendix 2</p>	Referral
2	Sales Support Assistant	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366</p>	Referral

		theoab@theoab.org Bill Johnstone All sources on appendix 2	
3	Photojournalist / TD	Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com KTVL.Com Website www.ktv.com Craigslislist www.medford.craigslislist.org Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone All sources on appendix 2	Craigslislist.com
4	Master Control (part-time)	Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com KTVL.Com Website www.ktv.com Craigslislist www.medford.craigslislist.org Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone All sources on appendix 2	Freedom.com
5	Business Manager	Freedom.Com Website 17666 Fitch	Craigslislist.com

		<p>Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p> <p>All sources on appendix 2</p>	
6	Reporter	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com</p> <p>KTVL.Com Website www.ktv.com</p> <p>Craigslist www.medford.craigslist.org</p> <p>Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone</p> <p>Broadcast Employment Services www.tvjobs.com/</p> <p>All sources on appendix 2</p>	TVjobs.com
7	Reporter	<p>Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores</p>	TVjobs.com

		Jflores@freedom.com KTVL.Com Website www.ktv.com Craigslis www.medford.craigslis.org Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone Broadcast Employment Services www.tvjobs.com/ All sources on appendix 2	
8	Reporter	Freedom.Com Website 17666 Fitch Irvine, Ca 92614 949-253-2300 Jamie Flores Jflores@freedom.com KTVL.Com Website www.ktv.com Craigslis www.medford.craigslis.org Oregon Association of Broadcasters 7150 SW Hampton St. Suite 240 Portland, OR 97223-8366 theoab@theoab.org Bill Johnstone Broadcast Employment Services www.tvjobs.com/ All sources on appendix 2	TVjobs.com

Total Number of Persons Interviewed #1 thru #8: 35

Total Number of Interviewees Per Recruiting/Referral Sources:

KTVL.com	1
KTVL in house	1
Freedom.com	2
Craigslist.com	7
Oregon Employment Dept	0
Magid/One Research	0
Decision Toolbox	0
TVjobs.com	13
Internal Posting	1
Referral	10
Mail Tribune Newspaper	0
The OAB	0
Personnel Source	0
South Asian Journalists Association	0
National Association of Hispanic Journalists	0
California Chicano News Media Association	0

None of the organizations used for recruitment are entitled to vacancy notification except for those highlighted in bold font.

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**Appendix 2
RECRUITMENT SOURCE LIST**

South Asian Journalists Association

www.saja.org

Saja@columbia.edu

Nat'l Assoc. of Hispanic Journalists

www.nahj.org

jobbank@nahj.org

Ca. Chicano News Media Assoc.

www.ccnma.org

ccnmainfo@ccnma.org

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Appendix 3

RECRUITMENT INITIATIVES

Outreach Initiative #1

Participate in at least four events or programs relating to career opportunities in broadcasting sponsored by educational institutions.

KTVL personnel participated in the following events during the reporting period:

03/16/10 A group of cub scouts and five parents from Pack 12, Orchard Hill Elementary School visited the station and observed the 5:00 newscast.

03/18/10 The Promotions Manager gave two tours to local high school groups who were interested in vocational preparation. The first group which was interested in Arts & Production focused on the news and video production of KTVL. The second group which was interested in Communication, Marketing and Business focused on the business aspects of running KTVL.

04/08/10 The News Director gave a tour to 15 students from the College of the Siskiyous' Communications' class. They learned about the daily duties of the newsroom personnel, then observed the 5:00 newscast and later asked questions of the two News Anchors.

04/22/10 The News Director met with approximately 100 journalism students and ten staff members from the University of Maryland via Skype. The topic of the meeting was "how to get hired in your first broadcast position."

Outreach Initiative #2

Establish an internship program designed to assist members of the community to acquire skills needed for broadcast employment.

The 2009/10 internship program attracted six students who received school credit for their participation in our News Department workflow. Four of the students were from local high schools and two were students at the local university. The students' intern efforts were monitored by representatives from their respective schools.

Outreach Initiative #3

Provide training to management level personnel as to methods of ensuring equal employment opportunity and preventing discrimination.

KTVL provides on-going training to management and supervisory personnel.

03/18/10 – 04/08/10

Six managers responsible for departmental hiring decisions successfully completed the course “Preventing Sexual Harassment for Managers” offered through the Online Learning Center of FreedomNet.

Outreach Initiative #4

Participation in at least four job fairs by station personnel who have substantial responsibility in the making of hiring decisions.

11/05/2009 The Fall 2009 Palm Beach County Job Fair was held at Palm Beach Community College. Deborah Mills, Senior Director of HR for Freedom Broadcast, and Ursula Peak, HR representative for WPEC-TV, represented all the Freedom Broadcast stations. Fifty-three businesses participated and more than eight hundred attendees visited the job fair seeking employment opportunities. Lengthy discussions with candidates took place and resumes were accepted for possible positions in the news department.

03/25/2010 The CNBAM annual convention was held at the Hilton at Universal in Los Angeles, CA. This convention is the premier event for college advertising students to gather, develop their skills and market themselves to prospective employers. Deborah Mills, Senior Director of HR for Freedom Broadcast stations represented all the Freedom Broadcast stations. She talked with students about the industry and showcased the Freedom.com website as a source for potential employment opportunities.

04/06/2010 The Spring 2010 Palm Beach State College Job Fair was held at the Lake Worth Campus Career Center of Palm Beach State College. Representing all the Freedom Broadcast stations were Deborah Mills and Ursula Peak who provided mentoring for students interested in broadcast careers throughout the US at any of our locations. Forty-seven businesses participated and more than four hundred attendees were there to seek employment opportunities and internships.

04/14/2010 The NAB 2010 Career Day was held in Las Vegas, Nevada to promote diversity and increase the pool of qualified applicants in the broadcast industry. The event attracted over 1,500 attendees. Deborah Mills of Freedom Communications and Manny Fantis, News Director for KTVL attended. They talked with numerous attendees about the positions open within Freedom Broadcast, accepted resumes and encouraged others to send information directly to hiring managers within the company.

05/06/2010 The Southern Oregon University Career Fair was held on the SOU campus in Ashland, Oregon. General Manager Kingsley Kelley and Creative Services Director Mike Gantenbein represented KTVL and spoke to students about careers in communications, journalism, marketing and business at KTVL. Several students expressed interest and received hand-outs detailing eligibility and internships.

Positions Advertised

Position	Date Listed	Dated Filled
Sales Support Assistant	7/28/2009 reposted 10/09/09	02/08/2010 06/01/2010
Reporter	7/13/2009 reposted 05/18/2010 reposted 06/30/2010	10/29/2009 06/18/2010 07/19/2010
Photojournalist / TD	12/8/2009	01/28/2010
Master Control - Part Time	12/18/2009	01/08/2010
Business Manager	03/02/2010	04/14/2010